



# CIRCULAR

**Circular No – 116 / 2021**

Date: 23.07.2021

To  
All Members of The Association

**GOVT NOTIFIES LIMITING OVERTIME HOURS UNDER SHOPS AND  
ESTABLISHMENTS ACT**

The Government of Karnataka vide notification No. E-LD 4 LET 2019 (P) Dated 20-07-2021 has notified the provisions limiting the overtime hours under Karnataka Shops and Commercial Establishments Act, 1961 as follows:

“No employee in any establishment shall be required or allowed to work for more than nine hours on any day and forty-eight hours in any week.

Provided that the total number of hours of work including overtime shall not exceed ten hours in any day except on the day of stock-taking and preparation of accounts.

Provided further that the total number of overtime hours worked by an employee does not exceed fifty hours in a period of three continuous months”.

A copy of the notification No. E-LD 4 LET 2019 (P) dated 20-07-2021 is attached.

**For KARNATAKA EMPLOYERS' ASSOCIATION  
Sd/-  
[B.C.PRABHAKAR]  
PRESIDENT**



## GOVERNMENT OF KARNATAKA

No. E-LD 4 LET 2019 (P)

Karnataka Government Secretariat,  
Vikasa Soudha,  
Bengaluru. Dated:20/07/2021

### NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 11 and sub-section (2) of section 12 of the Karnataka Shops and Commercial Establishments Act, 1961 (Karnataka Act 08 of 1962) read with section 21 of the Karnataka General Clauses Act, 1899 (Karnataka Act III of 1899) the Government of Karnataka hereby makes the following amendment to notification No. E-LD 4 LET 2019 Dated :02/01/2021 published in the Karnataka Gazette on 7<sup>th</sup> day of January 2021, namely:-

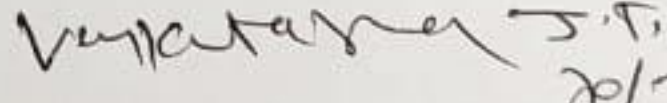
For para 4 of the said notification, the following shall be substituted, namely:-

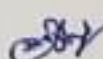
“(4) No employee in any establishment shall be required or allowed to work **for more than nine hours on any day and forty eight hours** in any week.

Provided that, the total number of hours of work including over time shall not exceed ten hours in any day except on the day of stock-taking and preparation of accounts.

Provided further that, the total number of overtime hours worked by an employee does not exceed fifty hours in a period of three continuous months”.

By order and in the Name of the  
Governor of Karnataka

  
20/7/2021  
(Venkatarama, J.T.)

Under Secretary to Government,  
 Labour Department

#### To:

The Compiler, Karnataka Gazette, Bengaluru with a request to publish this in the next issue of Karnataka Gazette

#### Copies:

1. The Commissioner, Labour Department , Karmika Bhavana, Bengaluru.
2. The P.S. to Hon'ble Labour Minister, Vidhana Soudha, Bengaluru.
3. The P.S to Additional Chief Secretary to the Government, Department of Labour , Vikasa Soudha, Bengaluru.
4. Spare Copies/Section Guard File.